

Reference Number: DAERA/26-306
Request Details:
Usage of non-disclosure agreements
and settlement agreements containing
confidentiality clauses with current or
former members of staff

**Strategic Planning & Corporate
Services Group**
Strategic Support Directorate



Department of
**Agriculture, Environment
and Rural Affairs**

An Roinn

**Talmhaíochta, Comhshaoil
agus Gnóthaí Tuaithe**

Department o'

**Fairmin, Environment
an' Kintra Matthers**

www.daera-ni.gov.uk

.....
[REDACTED]
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[REDACTED] [@whatdotheyknow.com](mailto:[REDACTED]@whatdotheyknow.com)

Capacity Capability Equality & Diversity
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BT3 9ED

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20 May 2026

Dear [REDACTED]

Freedom of Information Act 2000

With regard to your request for information received by the Department on 05 May 2026 which sought the following information:

Information concerning the use of non-disclosure agreements and settlement agreements containing confidentiality clauses with current or former members of staff.

I am writing to advise you that following a search of our records I have established that the information you requested is not held by the Department. See details at **Annex A** below.

If you require any clarification, believe that any part of your request has been overlooked, misunderstood or misinterpreted, please contact me in the first instance to see if it is a matter that can be resolved.

If you are deaf or have a hearing difficulty you can contact the Department via the Next Generation Text Relay Service by dialling 18001 + telephone number.

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If you are unhappy with the manner in which your request for information has been handled or the decision to release/withhold information, you have the right to request a formal review by the Department. If you wish to do so, please contact The Review Section either by e-mailing daera.informationmanager@daera-ni.gov.uk or by post at The Department of Agriculture, Environment and Rural Affairs, Data Protection & Information Management Branch, Floor 2, Jubilee House, 111 Ballykelly Road, Ballykelly, Limavady BT49 9HP, within two months from the date of this letter.

If after such an internal review you are still unhappy with the response, you have the right to appeal to the Information Commissioner at Wycliffe House, Water Lane, Wilmslow, CHESHIRE SK9 5AF, who will undertake an independent review of the Department's decision.

Yours sincerely,

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DAERA/26-306

Request 1a - In each calendar year from 2016 to the date of this request, how many settlement agreements or non-disclosure agreements meeting the above definition were concluded between the authority and current or former members of staff?

Response – No information held by DAERA. However, the Department of Finance (DoF) may hold relevant information.

Request 1b - Please provide this information broken down by year. Where the number in a given year falls below five AND you consider that a precise figure risks identifying individuals, please amalgamate adjacent years so that each reported cell contains at least five agreements.

Response – No information held by DAERA. However, DoF may hold relevant information.

Request 2a - In each of the same calendar years, what was the total value of financial payments made to employees as part of the agreements described above?

Response – No information held by DAERA. However, DoF may hold relevant information.

Request 2b - Please provide this information broken down by year, applying the same approach to aggregation as in Question 1.b) where necessary.

Response – No information held by DAERA. However, DoF may hold relevant information.

Request 3a - Does the authority have any policy, guidance, or internal procedure governing the circumstances in which non-disclosure clauses may be included in settlement agreements or other agreements with departing staff? If so, please provide a copy or summary of that policy.

Response – No information held by the Department. However, I would refer to you guidance on DoF website [DAO \(DoF\) 02/26 - Use and Approval of Confidentiality Clauses/Agreements](#).

Request 4a - What is the total headcount of the authority's workforce as of the most recent available date? Please state the date to which this figure relates.

Response – DoF will respond to this request on behalf of all NICS Departments.